

Factors that Influence Adult Learning

1. Adults learn when they believe they need to know something new or different. (Zembke & Zemke, 1995)

Adults are motivated to learn when **they** want to:

- Gain something
- Be something
- Do something
- Save something

Lorge, 1947

2. Adults have different learning styles (auditory, visual, kinesthetic). While most people have a style preference, most people best process information through **multiple** senses. Learning retention happens best with immediate practice and using multiple senses.

Over three days, learning retention happens with:

- 10% of what you read
- 20% of what you hear
- 30% of what you see
- 50% of what you **see** and **hear** (Role modeling by the CEL)
- 70% of what you say
- 90% of what you **say** as you **do** (Student demonstration)

Pike, 1989

3. Adults learn best in an environment that is safe and respectful for participants

- They feel welcomed
- It is safe to make mistakes—the learner feels supported rather than judged
- There is mutual respect and recognition of individuality

4. Adult learners seek feedback

- Rich & rapid (soon after the event & in private)
- Be clear and specific in what you say
- Be descriptive rather than evaluative
- Focus on behavior rather than the person
- Acknowledge the positive
- Ask the learner for ideas about how they might respond/handle the situation in the future